# Suggested Engagement Activities to Encourage Diversity and Inclusivity in Commerce

The following are some examples of activities companies can do to encourage engagement from Equity, Diversity and Inclusion groups.  If companies choose to run their own events, it is suggested that participation is voluntary and is not seen as a required marker of commitment to the firm.

- **First-year event sponsorship**: sponsor an interactive activity during orientation weeks as well as other events targeted to first years; give clear examples of activities students can engage in to prepare in the years leading up to their internship recruiting.  This will help attract a wide and diverse group to your organization.

- **Reach out to diversity student clubs**: Reach out to the Career Services for guidelines on contacting diversity student groups on campus. For the Smith School of Business, reach out to directly to student groups.

- **Campus ambassadors**: Use campus ambassadors or allies on campus to approach members of underrepresented groups and encourage them to attend your events or apply to your posting (students tend to trust their peers more than outsiders).Course sponsorship or partnership: collaborate to write an assignment or develop a guest speaker workshop for relevant courses.  Some courses have industry projects for credit and this is a great way to feature your organization, dispel any myths about who should apply and sample the talent.

- **Company workshops**: show students how they can apply course concepts in your industry bringing to life a real problem that was worked on in the past.

- **Host a book/article club** with topics relevant to your business: assign books or articles and discuss via video-call lessons, assignments, and in-person events. These can be target-ed to your identified underrepresented groups to help build relationships.

- **Host on-site events/symposium**, which includes job shadowing, networking and speakers across varying levels of seniority and different functions within the organization.  This is a good way to showcase diversity in your organization.

- **Consider o ering mentorship and detailed technical training** for students who are discouraged from applying due to perception of technical needs of the job.  Demystify what technical work looks like on the job.

- **Interview mentors**: Pair every candidate that progresses past 1st round interviews with a mentor. This helps create an even playing field for candidates without a network at the organization.

- **Get project help from students**: see how offering Experiential Learning opportunities can improve your access to diversity.

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